

PERSONNEL

Salary Scale for Teachers - Placement and Advancement

A. Compensation

1. In determining initial placement on the salary scale, credit will be given for teaching experience in accredited K-12 institutions.
2. After initial placement, salary increases shall be at a rate determined annually by the School Board as part of the budget process.
3. A teacher holding a Master's Degree in education (M.Ed.) or in a subject field reasonably related to the teacher's assignment shall be eligible for the ~~M~~master's ~~D~~egree allowance.
4. A teacher who holds a Certificate of Advanced Graduate Study (CAGS) or Education Specialist Degree (Ed.S.) in education or in a subject field reasonably related to the teaching assignment shall be eligible for a salary allowance. The allowance may also be earned by successfully completing 30 semester hours of graduate credit, or after completion of the master's degree, which are reasonably related to the teaching assignment. A teacher who receives this allowance shall not be eligible for the allowance for the Master's Degree allowance.
5. A teacher who holds a doctorate in which the emphasis or major is reasonably related to the teaching assignment shall be eligible for a doctoral allowance. A teacher who receives this allowance shall not be eligible for the allowance for the M.Ed., the CAGS or Ed.S.
- ~~6. When a teacher is placed on a special probationary status, effective immediately the teacher will be reduced in salary placement by 6 percent for the duration of the probationary period.~~

~~B. Career Teacher Allowance~~

- ~~1. A VBCPS Career Teacher Allowance is a three (3) year renewable allowance.~~
- ~~2. Minimum requirements for eligibility of the career teacher allowance:
 - ~~a. Hold an active Virginia Department of Education 5-year Renewable License or hold National Board Certification (NBC) issued by the National Board for Professional Teaching Standards; and~~~~

- ~~b. Be on a continuing contract with VBCPS; and~~
 - ~~c. Have completed ten (10) years of total teaching experience or hold National Board Certification (NBC) issued by the National Board for Professional Teaching Standards regardless of years of experience; and~~
 - ~~d. Have received ratings of "Effective" (2) or higher for each criterion on the most recent summative evaluations and have not been on an action plan within the 3-year cycle; and~~
 - ~~e. Have received Comments/Reinforcements/Refinements on the most recent summative evaluations which are reflective of a career teacher; and~~
 - ~~f. Have demonstrated balanced professional involvement over the course of three (3) years immediately preceding the initial or renewal application by earning a minimum of one hundred (100) points with at least twenty (20) points earned in each of the four (4) categories for Career Teacher:
 - ~~1. Curriculum and Instruction—furthering the refinement of that which is offered to students as more is learned about how they learn and where the gaps in their achievement reflect gaps in educational delivery systems; and~~
 - ~~2. Building Leadership Capacity—serving as a leader who sees the strengths of others and empowers, enables, and/or assists them in the development of their own, as well as, others' leadership capacities; and~~
 - ~~3. Professional Development—self-directed efforts at staying abreast of one's chosen field through ongoing professional development focused on continuous improvement; and~~
 - ~~4. Community Relations—recognizing that the community is a critical element of our students' larger sphere of influence, and that it is "in partnership with our entire community" that students are empowered to become life-long learners who are responsible, productive and engaged citizens within the global community.~~~~
- ~~3. A teacher may apply for a Career Teacher allowance for a period of three (3) years by filing the appropriate application form with the Department of Human Resources between February 1 and June 30. The completed application must be received by the Department of Human Resources no later than the last workday of June.~~

- ~~4. A teacher must have the building principal verify and sign off on the evidence presented for each of the four (4) areas in the Career Teacher application. The teacher and principal must sign the application indicating that all information and evidence is accurate prior to submitting the application to the Department of Human Resources.~~
- ~~5. Application for renewal shall be required every three (3) years.~~
- ~~6. If the teacher changes to a position that is not eligible for the allowance or the teacher's teaching license or National Board Certification expires, the allowance will stop.~~
- ~~7. The Department of Human Resources staff shall review and verify the application for compliance; then process the verified application for the allowance.~~
- ~~8. A teacher desiring to appeal the decision by the principal may do so by initiating the grievance procedure.~~

Approved by School Board: February 16, 1993
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